

2520130090490

**FRIDAY ELDREDGE
& CLARK LLP**

Brian Smith | Attorney | 400 West Capitol Avenue
Direct: (501) 370-3305 | Suite 2000
Fax: (501) 537-2924 | Little Rock, Arkansas 72201-3522
E-mail: bsmith@fridayfirm.com | www.FridayFirm.com

February 15, 2013

U.S. Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Avenue, NW, N-1513
Washington, DC 20210

**CERTIFIED MAIL NO.
RETURN RECEIPT REQUESTED
7011 2970 0003 1738 8982**

2013 FEB 21 PM 4: 25
003A/P0810 000000

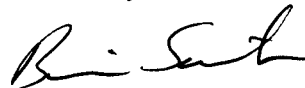
Re: Statement as Required by Regulation § 2520.104-23 for an Unfunded Plan
Maintained by an Employer for a Select Group of Management or Highly
Compensated Employees

Dear Sir or Madam:

Enclosed you will find the Statement required by Regulation §2520.104-23 for the Dyke
Industries, Inc. Deferred Compensation Plan (2013).

If you have any questions, please contact me directly.

Sincerely,



Brian Smith

February 15, 2013

Page 2

U. S. Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Avenue, N.W., Room N-1513
Washington, D.C. 20210

STATEMENT AS REQUIRED BY REGULATION § 2520.104-23 FOR AN UNFUNDED
PLAN MAINTAINED BY AN EMPLOYER FOR A SELECT GROUP OF MANAGEMENT
OR HIGHLY COMPENSATED EMPLOYEES

1. Name of Employer: Dyke Industries, Inc.
2. Address of Employer: 309 Center St.
Little Rock, AR 72201
3. Employer Identification Number (EIN): 71-0202409
4. Dyke Industries, Inc. maintains the plan for the purpose of providing deferred compensation to a select group of management or highly compensated employees.
5. Number of such Plans: one (1)
6. Number of Employees Participating in the Plan: three (3)
7. Name of Plan: Dyke Industries, Inc. Deferred Compensation Plan (2013)

FIRST CLASS

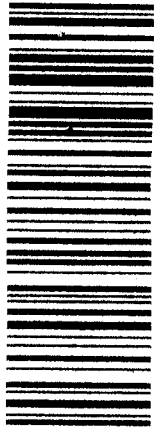
FIRST CLASS

FIRST CLASS

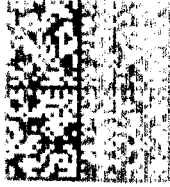
FRIDAY ELDREDGE & CLARK LLP

400 West Capitol Avenue, Suite 2000
Little Rock, Arkansas 72201-3522

C/M #: 24146.4 ACS



7011 2970 0003 1738 8982



Hinsler

\$06.779

US POSTAGE

First Class Mail

U.S. Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Avenue, NW, N-1513
Washington, DC 20210

FIRST CLASS

FIRST CLASS

FIRST CLASS

FIRST CLASS